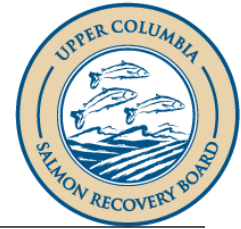


February 26, 2026

Draft UCSRB Board of Directors Mtg. Summary

Douglas County Transportation & Land Services Building – East Wenatchee, WA

9:00 am to 3:00 pm



Formal Approvals

Item	Action-Decision
Agenda for February 26, 2026 Board of Directors Meeting	Approved
Summary for December 4, 2025 Board of Directors Meeting	Approved
Approve and sign revenue and disbursement summaries November – December 2025	Approved
Commissioner Agnew nominated as a member of the Finance Committee	Approved
Approve and sign 2026 CTCR contract	Approved and signed
Approve BPA and BPA – Technical Services contracts	Approved
Approve and sign by-laws amendments	Approved and signed
Approve new Chelan County CAC member	Approved
Approve 2024 Annual Implementation Report to send to NOAA	Approved

Present: Board Chair Shannon Adams (Yakama Nation), Treasurer Charles “Chuck” Brushwood (Confederated Tribes of the Colville Reservation), Commissioner Shon Smith (Chelan County), Commissioner Randy Agnew (Douglas County), UCSRB Executive Director Amanda Ward, and UCSRB Staff: Ryan Niemeyer, Ariel Edwards, Shelly McMullen, Leslie Selgestad, Karen Berg

Others present: Brock Hoenes (North Central Regional Director (Region 2), WDFW), Tom Kahler (Senior Fisheries Scientist, Douglas PUD).

Remote: Vice Chair Commissioner Andy Hover (Okanogan County), Meghan Camp (UCSRB staff), Keely Murdoch (Yakama Nation), Kas Guillozet (Bonneville Environmental Foundation), Lance Keller (Citizens Advisory Committee).

1. Welcome and Introductions

Chair Adams welcomed everyone to the meeting at 9:00 am and participants introduced themselves.

2. Regular Business

Chair Adams presented the draft agenda for the meeting and asked if there were any corrections or additional items to be added. No requests were noted.

Commissioner Smith made a motion to approve the February 26, 2026 Board of Directors meeting agenda as presented. Commissioner Agnew seconded the motion, all approved.

The meeting summary from the December 4, 2025 Board of Directors meeting was shared. No corrections or updates were noted.

Chuck Brushwood made a motion to approve the December 4, 2025 Board of Directors meeting summary as presented. Commissioner Smith seconded the motion, all approved.

3. Public Questions and Comments

Chair Adams asked if there were any public questions or comments. None were noted.

4. Finance and Operations

Accounting Manager Shelly McMullen reviewed the UCSRB financial reports:

Budget vs. Actual

Based on the 18-month budget from July 2024 through December 2025.

- As of December 2025 - 100% of the budget period.
- End of year is 12/31/2025 with \$72,049 remaining in the FY24-25 budget.
- Outreach is over budget – adjusting FY2026 budget numbers accordingly
- Recruiting fees reflect staff turnover in 2025

Current Grant Activity

BPA – New contract is ready to sign. Previous contract will be spent down by Feb 28th with wages and two Lichen invoices.

CTCR –New contract signed by UCSRB and returned to CTCR for full execution

TWS –TWS has contributed another \$5,000 towards Karen’s wages for NCWFHC facilitation.

DNR – A small contract for \$10,000 is active for NCWFHC activities.

RCO LE/Admin – At 6 months into the FY25-27 contracts, on track with 30% of funds spent.

WSU –On track.

YN –New contract FY25-26 underway, with \$5,000 spent as of 12/31/25.

CFNCW – New contract received - \$15,000 towards Karen’s work with NCWFHC.

Statement of Financial Position

As of December 31, 2025. Quickbooks added a new Tax Holding account for payroll taxes. Fixed Assets and Other Assets are totally depreciated and can be zeroed out.

Operating Reserve Activity

Reporting July 2024 through December 2025. Previous employees’ termination payouts are reflected in this report. Amanda noted she will continue to add available funds to the reserve.

Statement of Activity

Reporting July 2024 through December 2025. Separate travel account line items will be consolidated.

Disbursement and revenue summaries for November - December 2025

Disbursements November 1 – December 31, 2025 - \$189,481.83

Revenue November 1 – December 31, 2025 - \$199,682.44 for.

Commissioner Smith made a motion to approve the Disbursement and Revenue Summaries for November – December 2025. Commissioner Agnew seconded the motion and all approved.

Nomination for 2nd Board member for Finance Committee

Commissioner Smith nominated Commissioner Agnew for the position on the Finance Committee. Chuck Brushwood seconded the nomination and all approved.

The question arose as to whether Commissioner Smith can act as Board signatory if Chair Adams is not available and/or a quick turnaround is required. It was agreed by all that he can.

August Edge Issue

Shelly explained that our previous third-party payroll contractor, August Edge, failed to pay the full Q2 2021 IRS 941 payroll tax resulting in a \$4,604.70 interest and penalty fee. August Edge provided a check to cover this bill, and Shelly will forward payment by certified mail to the IRS.

5. Contracts – Status and Updates

CTCR 2026 Contract

New contract for \$98,104 has been signed by Chair Adams and returned to John Box at CTCR for final execution. There are nine work elements in this contract including Geospatial Analysis and metric calculation at the HUC12 level.

Commissioner Agnew made a motion to ratify the Chair’s signature on the CTCR 2026 contract. Commissioner Smith seconded the motion and all approved.

BPA Contract

There are two BPA contracts this year; One for Meghan’s programmatic activities (\$159,136), the second for subcontracting cultural resources, GIS and technical support for programmatic projects (\$199,505). Meghan asked Chair Adams and Chuck Brushwood if it might be possible to consider the tribes’ cultural resource consultant capacity as a resource. The technical scope would include about four projects a year over a two-year period.

Commissioner Smith made a motion to approve Chair Adams’ signature on the regular BPA contract. Commissioner Agnew seconded the motion and all approved.

Chuck Brushwood made a motion to approve Chair Adams’ signature on the BPA (Technical Services) contract. Commissioner Smith seconded the motion and all approved.

2026 UCSRB Small Grants

Applications close on February 27, 2026. We have received 2 applications so far with 2 more expected.

6. UCSRB By-Laws Resolution

The Board approved changes to the by-laws at the December 2025 meeting, but an official resolution is needed. There was a question as to whether the changes had been reviewed by a legal third party and Amanda confirmed they had.

Commissioner Smith made a motion to approve UCSRB Board Resolution #26-01, approving amendments to UCSRB Bylaws. Chuck Brushwood seconded the motion and all approved.

Board Handbook Update

Amanda presented the Board with paper copies of the updated Board Handbook for review. There was no discussion.

7. New CAC Member

Ariel reviewed the two applications received for Chelan County Citizen's Advisory Committee member, Bob Bugert and Tod Treat. She said that the Chelan County Commissioners had all agreed Bob Bugert as the preferred new committee member at their commissioner's meeting dated February 2, 2026 and asked the UCSRB Board for their input and final approval. Tod Treat would act as an alternate member.

Commissioner Agnew made a motion to approve Bob Bugert as the new Chelan County CAC member. Chuck Brushwood seconded the motion and all approved.

8. Salmon Day Debrief

Leslie provided the Board with a summary of Salmon Day 2026. UCSRB encompasses Districts 7 and 12. Meetings were held with Senator Goehner, Representative Steele and Representative Abell, and staff for Representative Engell, Representative Burnett and Senator Short. Salmon Day messaging included the points to highlight salmon recovery efforts that benefit both people and salmon, the work supported is voluntary and community-based, and the importance of continued and consistent funding from the state.

Legislator input indicated interest in site tours across the board. Rep. Engell is interested in project updates in particular. Rep. Abell mentioned the need for bigger voices for salmon recovery funding in Eastern Washington. Senator Goehner talked about the need to stabilize and prioritize funding needs since costs are higher and budgets are tighter.

9. Science Summit Debrief

Ryan debriefed the Board on the Science Summit held January 21-22, 2026. Approximately 180 participants attended in-person and 3 people joined remotely. Costs for facilities, supplies, design and AV services, and travel for speakers all ended up under budget, resulting in total costs landing at about \$2,000 under budget. Revenue from registration, sponsorships and exhibitor fees were all higher than estimated. This resulted in a net gain of \$18,223 (excluding staff time).

Pros and cons of holding the summit at the new venue (Festhalle in Leavenworth) were discussed. Pros included a comfortable atmosphere and adequate parking, while cons included heater issues, the size (future conferences would have to cap attendees at around 250), and the lack of appropriate catering services. The post-event feedback survey provided both positive and negative feedback from participants. Survey responders liked the venue, the session format and speakers, the AV quality, the breaks and happy hour. They also noted a lack of female speakers, lack of discussion on dam passage issues and a lack of watershed managers and policy makers in attendance. Of the eight responses to the

question of attending a summit possibly held in Okanogan County, 3 respondents said yes, 4 said maybe and 1 said no.

Presentation slides and YouTube recordings are available online: [2026 Upper Columbia Science Summit – Upper Columbia Salmon Recovery Board](#)

10. Annual Report for NOAA

Ariel and Ryan presented an overview of the 2024 Annual Implementation Report. The report has three sections: 1. recovery progress update, 2. a summary of environmental conditions and fish population trends, and 3. a completed projects summary, which included 25 restoration projects, 2 assessments, 7 planning projects and 3 acquisitions. A total of 37 projects were completed with expenditures totaling \$13.8 million.

Ryan presented data on 2024 habitat conditions and fish population trends. Fish status and trends are tracked by smolt survival during migration, smolt-to-adult return ratios, and escapement estimates. There were 5 key takeaways from this data:

- Juvenile outmigration survival was lowest for steelhead since implementation of the Recovery Plan and spring Chinook were the 4th lowest since their ESA listing
- 2024 brought below average ocean conditions
- Recent smolt-to-adult returns decreased for spring Chinook and increased for steelhead
- Spring Chinook adult natural spawners were the lowest since 2020
- Steelhead adult natural spawners were the highest since 2016

The Board requested a future discussion on how the Federal Power Act and HCPs work, including the scientific inputs that go into making decisions on hydropower. Commissioner Agnew noted that predation is also a large concern for fish populations and Chair Adams noted that predators are moving as habitats are changing. Commissioner Smith asked if other watersheds down the Columbia River are seeing similar declines. The Board suggested the need for a graph of the total amount of juveniles out migrating to the total number of adults that are returning. There was also a question as to the catch numbers from US commercial catch fleets.

Commissioner Agnew made a motion to approve the 2024 Annual Implementation Report and send to NOAA. Commissioner Smith seconded the motion and all approved.

11. Adaptive Management Report

Meghan shared updates on the Adaptive Management Report. Salmon recovery is complex and adaptive management gives us a way to learn as we go and make informed adjustments over time to ensure recovery actions are targeted, effective and make good use of funding. The last official adaptive management evaluation was conducted by UCSRB in 2010.

To engage the community, one-on-one interviews were conducted, a 20-member Advisory Committee was convened and an Adaptive Management workshop was held. Several key themes were gleaned from these approaches including:

- Better coordination is needed among habitat, harvest, hydropower and hatchery sectors.
- Funding cycles do not always align with project timelines
- Project scoring discourages certain projects

- Regulatory complexity
- Project liability issues

A menu of potential actions was developed from this engagement. Following the workshop, three meetings were held with the Advisory Committee to discuss and refine the menu. Next steps include:

- Develop a concise, action-oriented synthesis report
- Continue engagement to prioritize and sequence actions
- Integrate actions into UCSRB's strategic planning
- Establish workflows for implementation

Commissioner Smith asked if lack of coordination and mistrust among sponsors is a result of the competitiveness of securing funding, and Meghan confirmed that is often the case. Commissioner Smith noted that ultimately project sponsors will need to work together to use available funding effectively.

12. Presentation – Climate Change (Ryan Niemeyer, UCSRB)

Ryan presented to the Board on climate change and the challenges ahead. Climate change is real and already has a significant impact on salmon. Trusted messengers are often needed to bring multiple viewpoints on board with climate change consequences. There are several ways to move forward to mitigate climate change-caused salmon declines, including focusing restoration actions on decreasing stream temperature (e.g. shade), protecting areas of existing cold water refugia, and developing a regional climate resilience plan.

13. Presentation – Steelhead Overshoot Behavior in the Upper Columbia and its Relevance to Recovery (Keely Murdoch, Yakama Nation)

Keely presented an overview of steelhead overshoot in the Upper Columbia River past the Priest Rapids Dam. Adult steelhead were pit-tagged to monitor overshoot behavior. This is a Columbia Basin-wide issue and is linked to increasing temperatures. An adaptive management approach is needed.

14. Presentation – A Vision for Integrated Flood Resilience (Kas Guillozet, Bonneville Environmental Foundation)

Kas presented a case for the need for integrated flood resilience. After the December flooding, Floodplains by Design presented a list of projects that are ready for funding and streamlined permitting. They will deliver recovery, flood protection and resilience benefits across the state.

15. Items for Future Board Meetings

The Board expressed interest in touring both Wells and Rocky Reach Dams this spring. Chair Adams is interested in more talks on hydro system issues. Chuck Brushwood reiterated his suggestion for a focused discussion with the PUD on how HCPs work for particular projects and how they interface with the Federal Power Act and ESA. He also mentioned that Columbia River System BiOp litigation is starting back up. The Board also expressed interest in talks on ocean harvest and the Pacific Salmon Treaty.

Chair Adams adjourned the meeting at 2:47 pm.